

Performance of work outside the employer's workplace

Abstract

The goal of this diploma thesis is to critically assess the current legislation regulating performance of work outside the employer's workplace contained in the paragraph 317 of the Labour code and to describe historical roots of this institute. Further this diploma thesis aims to describe eventual shortcomings of the current legislation and to propose some legislative changes.

This diploma thesis is divided into 9 chapters including the introduction. In the first and second chapter there is an introduction of the problematics of the performance of work outside the employer's workplace and definition of the basic concepts, specifically homeworking and teleworking.

In the third chapter there is a description of historical roots of the performance of work outside the employer's workplace in the era of the First republic, Protectorate of Bohemia and Moravia and socialism.

The core of this diploma thesis is in the fourth, fifth and sixth chapter, where there is a description of conditions, under which it is possible to perform work outside the employer's workplace and different working conditions, which these employees have. In the sixth chapter there is a description of practical problems, which the performance of work outside the employer's workplace brings, primarily specific legislation on rewarding employees, which perform work outside the employer's workplace and problems with independent scheduling of working hours. Next there is a description of problematic legislation on safety and health protection during performance of work outside the employer's workplace.

Seventh chapter shortly describes performance of work outside the employer's workplace of the employees who perform service under the service statute.

Eighth chapter assess future changes of performance of work outside the employer's workplace according to the new directives of the European parliament and of the Council, which the Czech Republic is obliged to implement in its legal code.

In conclusion, there is a short description of legislation regulating performance of work outside the employer's workplace in some European countries.

Key words: homeworking, home office, teleworking